Minutes for the Minority Affairs Meeting Agenda

Tuesday January 21, 2014
10:00 a.m. – 11:00 a.m.
Auraria Library Friends Conference Room

Attendees: Ji Chen (Business); Philip Joseph (English); Denise Pan (Library); Stephanie Santorico (CLAS); Craig Sisneros (Business); Brenda Allen (Diversity and Inclusion); Lando Archibeque (Library); Charles Musiba (CLAS)

Meeting Agenda

1. Review minutes from December meeting

   Minutes approved. No changes from circulated draft.

2. Planning for focus group to investigate the potential impact of FCQs on the retention of underrepresented racial-ethnic faculty

   a. FCQ research – preliminary data from IR (Craig and Stephanie)

      Analyses were conducted for FCQ course and instructor ratings. Analyses were conducted twice with respect to classification of minorities: minorities and underrepresented minorities. In general, minority faculty score less, female faculty on average score less, female minority faculty have a small increase in FCQ score over male minority faculty.

      Suggestions from Brenda: Would be interesting to distinguish between different disciplines, e.g., social sciences, humanities and STEM. Also, how does the FCQ question regarding “Instructor treatment of ethnic minorities and women” relate to FCQ score? Is there any access to comment data?

   b. Review dates and details

      i. March 6 at 11-12:15 -- Confirmed with Dr. Allen
      ii. Catering -- $500 budget funded by the Office of Diversity and Inclusion
      iii. Room reservation – Auraria Library Enhanced Learning Center
      iv. Participant gift – Auraria Library flash drive with Literature Review by Lando Archibeque

      Meeting will collect qualitative data. Thanks to the Office of Diversity and Inclusion for providing funding the catering service!

      Meeting will be held in the library so there is no facility use cost. Lando will be doing a literature review to be distributed at the meeting.
c. Marketing/Promotion/Planning Discussion
   i. Event goals and target audience

Philip suggested opening up the meeting to others interested in the use of FCQs in the evaluation of teaching.

Goals:

Document the problem. Relate to the merit process and the effects of weighing FCQs in the context of merit. Move beyond documentation to make recommendations. (Philip)

How can we utilize the qualitative data from FCQs? How do recommendations relate to our committee’s charge? Note that benefiting the larger population of faculty also benefits minority faculty. (Brenda)

An APS exists regarding multiple means of teaching. Can this be utilized as a point of discussion when moving beyond documentation of issues? (Brenda)

What are the quantitative and qualitative measures that are problematic when it comes to evaluation of minority faculty? Regarding peer evaluation, most faculty are not trained in pedagogy. (Craig)

Philip: The English Dept. is breaks down teaching as follows. FCQ’s can be applied to the first category (Student Learning and Growth), but there are other forms of evidence for that category, as well:

- Student Learning and Growth, 40%
- Teaching Materials, 20%
- Instructor Development, 20%
- Curriculum Innovation & Development, 20%

ii. Event name: Reconsidering FCQs (proposed title)

iii. Venues to promote event:
    - meetings - FA (First Tuesday noon-1:30); AD/ASG (First Tuesday 8:30-10:00 AM); others?
    - emails - Today at CU Denver; FA; AD/ASG; others?

iv. Action items and due dates to assign to MAC members: Create flyer, online registration form, handouts (lit review and other items?), moderator speaking notes, other items?

Invite: Target audience as inclusive as possible to identify problems and biases in the FCQs with respect to minority faculty.

Format: Present data. Provide discussion questions and use small focus groups.
Philip will work on wording of information to be disseminated.

Craig will take the lead on summarizing institutional data.

Philip suggested getting a list of minority faculty to target an invitation specifically to them.

d. Agenda/Itinerary 11:00-12:15 (proposed, based on schedule from Inclusion Dialogues)
   i. 11:00 arrival and self-serve lunch
   ii. 11:15 begin program, presentation of findings and discussion
   iii. 11:20 begin discussion re: defining the problems/issues.
   iv. 11:40 discussion re: identifying solutions/strategies
   v. 12:00 Wrap-up: Call to action

3. Other updates or announcements?
   a. Dr. Allen invited a MAC member to represent CU Denver on a Steering Committee for the Metropolitan State University’s annual Higher Education Diversity Summit.
      i. Denise volunteered to participate and represent CU Denver and MAC.
   b. Craig and Stephanie will be meeting with Institutional Research on Friday January 24, 2014.
   c. March 6 at 11-12:15, “Reconsidering FCQs” event.

Brenda: Thanks to Philip for serving on system level commitment to excellence committee. They are looking at the process of evaluation for these proposals, e.g., reviewing in diversity office first and then prioritizing the same number from different campuses.

April 17 – System level Diversity Summit (will be on AMC): heighten awareness of faculty and staff with respect to diversity and inclusion. What kinds of topics would we like to see as part of the breakout sessions? Do we have suggested speakers or facilitators? Will have information coming from institutional research, human resources, and library.

Next Meeting: February 11, 2014 from 10am-11am in Auraria Library Friends Conference Room.